TDOT Product Development Values

We choose to work and actively participate in a culture that...

(How we interact as individuals/teams)
Embraces the creativity of diverse teams
Appreciates the bonding influence and inspiring power of humor
Prizes honesty, where praise is always sincere and criticism is offered with respect

(As a citizen of TDOT)
Believes an investment in growth and learning returns value to ourselves, our customers and the people of Tennessee
Recognizes the reality of change and chooses to help drive it instead of being swept along by it
Understands we lack perfect knowledge and is willing to change ANYTHING that isn't working

(Our work itself)
Respects the time, money and inherent value of every person our work impacts
Accepts responsibility for our actions and takes ownership of our work
Regularly reevaluates our own best-practices to strive for quality in our processes and products

What you are looking for in your next position:

You are looking to join a software development group that believes in the power of agile teams and knows that amazing things can be accomplished though the focused effort of intelligent and motivated team members working together. You want to connect to something more than just a job and a pay check and help in creating a new culture for those who come after you as opposed to joining one already created.

You want to be part of a value-driven culture that uses learning as a mechanism for growth and innovation but knows how to balance this with meeting feature commitments they make.

You want to find a place that offers a better work/life balance or at least appreciates work/life integration and you realize the benefit of this in comparison to chasing the latest development trend top dollar for an unknown customer, stakeholder or corporate board.

You want to find a place that believes and supports the idea of growth and strives to build a technical community as a part of who they are as an organization.

You want to write and help others to write elegant and modern well-tested software code that has an impact on the people that you may see daily with a team using agility, not just claiming to be agile.

What technical skills you possess (what we are seeking):

- You possess a broad understanding of the C# language
- You have direct experience with .NET 4.0 or greater
- You are familiar with maintaining your code using a version control system
- You have experience with javascript, HTML and CSS
- You have an understanding of developing under the MVC framework
- You have experience developing web applications in a multi-tiered environment
- If you have any experience using mapping technologies like Google Maps or ESRI, that's a plus!

What soft skills you might possess (desired skills that align to our culture):

- You have successfully worked in a team environment and like working with others
- You have a passion for your career, skill growth, sharing with others and talking code
- You have the desire and ability to help others and pair with other programmers as needed
- You want to be part of a group that believes in finding the solution, not the excuse
- You want to help build a new culture in state government in terms of software development

What you'll typically do here as a lead developer:

Most of your time will be spent as the senior level developer on a cross-functional team consisting of multiple skill levels and domain expertise focused on the delivery of product increments for which they commit for delivery over our 13 day delivery cycle of which you will be a technically guiding factor based on your experience but resecting that ideas come from the best place not a job title.

On the first day of the sprint, you'll plan the items you and your team will commit to complete, decompose that commitment into task level items to be done over the next (10) coding days. On day 11, you'll review the commitment with the product owner for acceptance and then reflect on the team and focus on team self-improvement and team building with your team scrum master.

Following the sprint review and team retrospective, you'll spend the next day most likely "sharpening your saw" during the "Team Lab Day" where you might:

- Spend time learning a new technology with your provided Pluralsight or MSDN accounts
- Spend some time building a stronger scrum team through a team activity
- Assist your product owner out by helping size backlog stories with your team with a rousing game of planning poker
- Think about a product idea or product improvement for the next HackIT innovation event
- Think about the code you just deployed and consider possible refactoring for elimination of technical debt in the upcoming sprint or consulting with the software architect on next steps
- Learn about a new legacy system as you handle a production code breaks when on "battle axe" rotation week for third tier application production support
- Work with junior level developers to help them grow technically

Overview of Minimum Job Requirements for this position

Tech Skills (Experience the following technologies are a must.):
- A broad understanding of the C# programming language and the .NET framework.
- Experience with .Net 4.0 or above
- Experience with MVC 4 or above
- Experience using a version control system
- Experience with HTML, javascript, and CSS.
- An understanding of building web services
- Experience with Unit Testing and Test Driven Development
- Experience working with sql databases.
- An understanding of IoC
- General comfort with value-driven software development and incremental release concepts.

Soft Skills:

- Ability to perform as a senior developer within a scrum team.
- Ability to assess developer technical skill level and goal progress and provide direct input into individual performance plan technical and team progress.
- Ability to work directly with unit management to participate in strategic development and growth plans for developers.
- The ability to mentor team members in technical and possibly career growth.

Additional Skills Desired

In addition to the above requirements, experiences with the following technologies are a plus for the position:

- MVC Design Patterns
- WebApi
- REST
- Team Foundation Services
- AngularJS
- KnockoutJS
- Unit Testing

Experience working as a member of a scrum team is a plus for any candidate. Experience building applications using mapping technologies like Google Maps or Arc Serve are also a big plus in the work we do here at TDOT as well.

If selected for an interview, there will be both a panel interview and a technical skills assessment. Please ensure that you make arrangements for at least 3 hours to complete the interview process.